

Memorandum of Agreement Between

The City of Haverhill And Citizens Center Teamster Local #170

ARTICLE VII: WAGES

Two year contract: July 1, 2012 to June 30, 2013
July 1, 2013 to June 30, 2014

1.5 % salary increase effective 7-1-2012

1.5 % salary increase effective 7-1-2013

Section 5. Professional Development – Effective July 1, 2012 Change the amount of Professional Development from \$350 to \$500 per year

Section 8. Bi-Weekly Payroll - The City reserves the right to change its weekly payroll process to a bi-weekly basis for the employees of the City of Haverhill. The City will provide written notice to the Union ninety (90) days prior to implementation of the bi-weekly process which shall not be sooner than July 1, 2014.

Section 9. Time and Attendance Software

The City reserves the right to implement a time and attendance software program to help monitor employee time and attendance, which will simplify timecard and attendance tracking, data entry and time-off approval processing. The City will provide written notice to the Union ninety (90) days prior to the implementation of this software.

Section 10: Mileage

Increase the travel mileage re-imbursement amount to \$.44/ mile effective July 1, 2013.

Section 11: Maintenance Supervisor Stipend

Effective July 1, 2013, one Building Maintenance/Craftsman/Custodian position title shall include supervisory duties to order assist the Human Services Director with the Maintenance Program within the divisions of the Human Services Department. The position shall pay a stipend of \$2,500 per annum.

This stipend will expire upon the separation from employment of the current employee.

The parties agree that the City shall have the discretion to hire outside contractors to perform cleaning services that current staff has not been able to achieve. Current staff levels shall be maintained.

ARTICLE X: SICK AND BEREAVEMENT LEAVE

Section 16. Furlough Days – Any outstanding furlough days will be compensated on or after July 1, 2013 at the applicable rate of pay. Once the furlough days are paid out, delete this section in its entirety.

ARTICLE XIV MEDICAL BENEFITS

Section 1. Health Insurance

Health Reimbursement Account

Delete the following:

The City will establish a Health Reimbursement Account to reimburse co-payments that exceed \$250 per individual and \$400 per family, per calendar year, that are incurred as a result of the following co-payments: \$250 per inpatient hospitalization and \$150 for outpatient surgery.

Replace with the following:

Health Reimbursement Account

Plan requirements are subject to change if there are plan design changes to the eligible health plans offered by the Public Employee Committee. All full-time employees are eligible for the existing health insurance offerings by the City of Haverhill.

Delete from contract:

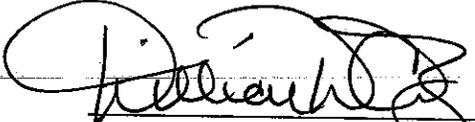
Both parties understand and agree that the city, apart from this contract, is currently negotiating with the Public Employee Commission (PEC) to join the Group Insurance Commission (GIC). Both parties also understand that there is currently legislation pending before the State legislature that will allow cities to join the GIC.

In the event that the city joins the GIC during the term of this contract, both parties agree that this will not be a violation of this contract.

In the event that the city joins the GIC during the term of this contract and in the event that the city's percentage contribution is 80% or less, the parties agree that as of the date the city joins the GIC, the union members will receive an additional 2% pay increase.

Date: December 3, 2013

James J. Fiorentini, Mayor



William D. Cox, Jr., City Solicitor



Ed Adley, Teamsters Business Agent



Richard Scott, Shop Steward



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
CITIZEN CENTER

BE IT ORDAINED by the City Council of the City of Haverhill that Document 67F of 2010 is hereby amended by the following:

ARTICLE VII: WAGES to read as follows:

EFFECTIVE 7/1/2012 1.5%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Program Coordinator	\$689.24	\$709.92	\$731.20	\$750.02	\$775.73	\$798.98	
Principal Account Clerk/Dispatcher	\$594.40	\$611.85	\$629.87	\$648.40	\$667.48	\$687.17	\$728.12
Principal Account Clerk	\$548.79	\$565.96	\$581.50	\$598.67	\$616.24	\$634.38	\$669.38
Bldg Maintenance Craft/Custodian	\$17.10	\$17.62	\$18.16				
Activities/Volunteer	\$15.00	\$15.46					
Driver	\$9.14	\$9.41					
Meal on Wheels Driver	\$9.79	\$10.08					
Driver (Veterans)	\$11.10	\$11.43					
Shine Coordinator	\$11.41	\$11.75					

EFFECTIVE 7/1/2013 1.5%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Program Coordinator	\$699.58	\$720.56	\$742.17	\$761.27	\$787.37	\$810.97	
Principal Account Clerk/Dispatcher	\$603.31	\$621.03	\$639.31	\$658.12	\$677.49	\$697.48	\$739.04
Principal Account Clerk	\$557.02	\$574.45	\$590.22	\$607.65	\$625.49	\$643.90	\$679.42
Bldg Maintenance Craft/Custodian	\$17.36	\$17.89	\$18.43				
Activities/Volunteer	\$15.23	\$15.69					
Driver	\$9.28	\$9.55					
Meal on Wheels Driver	\$9.94	\$10.24					
Driver (Veterans)	\$11.26	\$11.60					
Shine Coordinator	\$11.58	\$11.93					

Amend Section 5. Professional Development

Effective July 1, 2013 change the amount of Professional Development from \$350 to \$500 per year.

Add New Section 10. Mileage

Increase the travel mileage reimbursement amount to \$.44/mile effective July 1, 2013.

BACKUP
COPY

"
CITIZEN
Center
Salaries

Add New Section 11. Maintenance Supervisor Stipend

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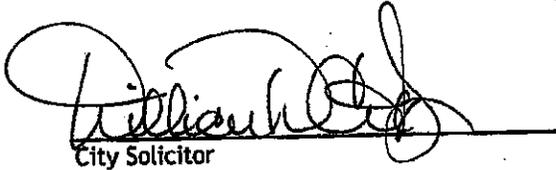
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Approved as to legality:



City Solicitor

PLACED ON FILE for at least 10 days

Attest:

City Clerk